NURSE LEADERSHIP: FROM BEDSIDE TO BOARDROOM

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ANA-CALIFORNIA
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Key Areas of Boards Responsibility

- Financial oversight
- Quality
- Setting strategic direction
- Board self-assessment & development
- Management oversight
- Advocacy
WHY NOW?

A Unique Moment in Time
“Nurses must be allowed to practice in accordance with their professional training…and assume leadership roles in the redesign of the health care system.”

“Nurses are the linchpin for health reform and will be vital to implementing systemic changes in the delivery of care.”

—Harvey Fineberg, MD
Former President
Institute of Medicine

Health Care System Challenges
WHERE DO WE STAND?

Barriers to Board Positions Persist for Minorities and Women, Report Shows

New York Times
May 16, 2016
NURSES ACCOUNT FOR ONLY 5 PERCENT OF HOSPITAL BOARD POSITIONS

47 PERCENT OF HOSPITAL BOARDS HAVE NO RACIAL OR ETHNIC MINORITY REPRESENTATION
Hospital Board Diversity

In 2014...
• 88% of board members were Caucasian
• 72% of board members were male

Assessing Progress on the IOM Report The Future of Nursing

Make Diversity in the Nursing Workforce a Priority
Diversity in the Nursing Profession

IOM Recommendation: Make diversity in the nursing workforce a priority

FEMALE MALE
U.S. 50.8% 49.2%
BSN & graduate nursing students 88% 12%

Sources: AACN; U.S. Census Bureau, Population Division

Diversity in the Nursing Profession

Employed Nurses’ Racial and Ethnic Backgrounds vs. U.S. Employed Population
Leadership Aspirations of Registered Nurses

Fewer than 12.5% of RNs aspire to leadership roles

MAKING THE CASE: WHY WE NEED NURSES ON BOARDS
The Ethical Imperative to Lead

“Nurses are leaders who actively participate in assuring the responsible and appropriate use of interventions in order to optimize the health and well-being of those in their care”

Leadership Competencies
Leadership Competencies

LEADING SELF
- Adaptability
- Image
- Initiative
- Integrity
- Learning Capacity
- Self-awareness

LEADING OTHERS
- Relationships
- Employee Development
- Diversity
- Conflict
- Communication

LEADING ORGANIZATIONS
- Business Acumen
- Change
- Decision Making
- Influence
- Problem Solving
- Project Management
- System Thinking
- Vision and Strategy

Center for Creative Leadership, CCL®

“Without a nurse, [...] boards lack an authority on the patient experience”

Charlotte Huff, Trustee
Q: What is this all for?
A: Improving the health of Californians!

LIFE EXPECTANCY
INFANT MORTALITY
HEART DISEASE DEATHS
DIABETES
ADULT OBESITY
CANCER
UNINSURED

HOW DO I GET “BOARD READY?”
## Competencies and Skills for Nurses as Board Members

<table>
<thead>
<tr>
<th>Organizational Awareness</th>
<th>Team Leadership Skills</th>
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<tr>
<td>People- &amp; Relationship-Building Skills</td>
<td>Collaboration</td>
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<td>Open Communication</td>
<td>Community Awareness</td>
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<td>Planning</td>
<td>Decision-Making &amp; Facilitation Skills</td>
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<td>Professionalism</td>
<td>Problem-Solving Skills</td>
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<td>Resource, Financial, &amp; Time-Management Skills</td>
<td>Active Engagement</td>
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<td>Advocacy</td>
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## What’s In it for YOU?

- Expand your leadership
- Be a player—not just an observer
- Lead change
- Expand the public’s understanding of nurses’ roles
- Advance the profession
- Compensation
Activate Your Leadership Potential

ANA Leadership Institute

Sigma Theta Tau Board Leadership Institute

BestOnBoard.org

Mentorship

Other Steps You Can Take

✓ Review IOM report

✓ Identify your passion

✓ Start locally

✓ Build connections
Are RNs Missing from the Conversation?

LOOK LEFT
LOOK RIGHT

CALL TO ACTION!

Nurses already play a huge role on the frontlines. It’s time they play a greater role in the boardroom.
Already serve on a board? Want to serve?

LET US KNOW!

Be counted at: NursesOnBoardsCoalition.org

LEAP AND THE NET WILL APPEAR
@ANApresident

THANK YOU!

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